

## **Training and Development Governor Update: 4 February 2019**

### **Skills Audit 2019**

A big thankyou to everyone for completing the Skills Audit. It really helps give a picture across the governing body of our strengths and areas for development.

We rated ourselves between 1-5 across six competency areas. Overall we averaged at least 3 across the governing body for all the skills except for experience of property and estate management. The results were broadly similar to last year's Audit. The detail is on the following page.

### **Training Needs Identified**

How do we address the shortage of knowledge around property and estate management? Recruit an associate governor with these skills? Is this an issue as we are a PFI school? Is anyone interested in developing their knowledge of this area?

It would also be helpful for another governor to develop financial management knowledge. You don't need to be an accountant!

Two individuals identified specific areas where they would like more training and I have been in touch with them separately about how best to meet their needs.

### **Training and Development Plan**

I have drafted Training and Development Plan based on suggestions carried forward from last year, the need for succession planning and likely developments this year (Ofsted visit and Academy conversion). We will also each have our own individual training and development needs.

### **Training Attended**

Governors Spring Forum: Ofsted and the new Framework. Janet and Trisha (28/01/19)  
Any others?

### **Training Booked**

Safer Recruitment: Janet and Trisha (19/03/18)

### **Next Steps**

Discuss and agree proposed training and development plan.

### **Any questions**

Please just ask if you have any questions about what training is available.

Trisha White  
Training and Development Governor

## **Skills Audit Findings**

The numbering refers to the average for the governing body as a whole. If all governors agree, it would be possible to share the collated anonymised results.

### ***Strategic Leadership:***

Generally strong (mix of 3s, 4s and 5s).

Areas needing development: previous experience of charity law and governance, chairing committees, stakeholder management and taking account of parents' and pupils' views, risk management.

Address through developing and building experience, attendance at meetings, succession planning.

*Is there more we could do regarding taking account of parents' and pupils' views?*

### ***Accountability***

Moderate (mostly 3s and 4s with one 2)

Areas needing development: curriculum development, finance, funding, procurement, estate management, HR and change management, preparing for external oversight.

Address through training courses, attendance at meetings where we all now hear about curriculum, finance etc; preparing for Ofsted.

### ***People***

Strong (All 5s!)

### ***Structures***

Moderate (one 3 and one 4)

Area needing development: experience of reviewing governance structures.

Address through involving governors in review of governance body and will build up experience through fulfilling role and participating in meetings.

### ***Compliance***

Generally strong (mostly 4s)

### ***Evaluation***

Generally strong (one 4 and one 5)